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AUTHOR Smith, Gloria
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ABSTRACT

A partnership was formed to address the crisis that rural health care facilities in rural Nebraska face in attracting and hiring trained health care workers. The Rural Allied Medical Business Occupations (RAMBO) project trained economically disadvantaged individuals in high technology medical fields. Five objectives were outlined in the project: (1) to solve allied medical shortages; (2) to provide economically disadvantaged individuals with training; (3) to refer disadvantaged individuals for occupational training; (4) to provide training over a 12- to 18-month period; and (5) to provide on-the-job training/classroom opportunities. To arrive at an acceptable level of service, six steps were conducted: (1) develop a program purpose; (2) identify target occupations (respiratory therapists, surgical technicians, laboratory assistants, practical nurses, histology technicians, and drug and alcohol counselors); (3) determine educational requirements; (4) establish curricula; (5) implement the program; and (6) conduct evaluation. Thirty-nine economically disadvantaged individuals were placed in RAMBO; 28 successfully completed the program and 11 dropped out. By providing these individuals with training, RAMBO has given them an opportunity to improve their economic circumstances and help solve the rural health care crisis. (Success stories of participants, participant training information, and periodical clippings are included.) (NLA)

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RURAL ALLIED MEDICAL BUSINESS OCCUPATIONS

RAMBO

GRANT AWARD NUMBER: V199A00-00086

FUNDING PROGRAM: Cooperative Demonstration Program (High Technology)

FUNDING AGENCY: Office of Vocational and Adult Education
U. S. Department of Education

PREPARED BY: Gloria Smith, Director
RAMBO Project
July 31, 1991

Final Evaluation Report

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
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RURAL ALLIED MEDICAL BUSINESS OCCUPATIONS

RAMBO

FOR THE PARTNERSHIP;

Gloria Smith

GLORIA SMITH, DIRECTOR
RAMBO PROGRAM
JULY 31, 1991

Larry Keller

DR. LARRY KELLER
INSTITUTIONAL ADVANCEMENT DIRECTOR
CENTRAL COMMUNITY COLLEGE
JULY 31, 1991

Lee Elliott

LEE ELLIOTT, DIRECTOR
HUMAN SERVICES
SAINT FRANCIS MEDICAL CENTER
JULY 31, 1991

FINAL PERFORMANCE REPORT

RURAL ALLIED MEDICAL BUSINESS OCCUPATIONS

RAMBO

INTRODUCTION

It is no secret to residents of rural communities in Mid-Nebraska that a real crisis has developed in the availability of healthcare providers. Managers of health care facilities are faced with the seemingly unsolvable problem of hiring and retaining qualified trained staff. This problem cuts deeply into nearly every area of the rural health care industry. It's not just availability of professional Doctors but rather the support staff that the Doctor and the facility needs in order to provide quality care to patients. It's not just rural hospitals that are troubled but nursing homes, long term care facilities, clinics, home health care and other medical providers are suffering.

As a result of this crisis, a unique partnership was formed to address the crisis that rural health care facilities face in attracting and hiring trained health care workers.

RAMBO was conceived to come to terms with this crisis by training economically disadvantaged individuals in high-tech medical fields. This paper provides the background and experience on how the partnership performed.

THE PARTNERSHIP

RAMBO was a training partnership between the Nebraska Department of Labor, Job Training of Greater Nebraska; Saint Francis Medical Center, Grand Island; Central Community College, Grand Island; and the U. S. Department of Labor, Bureau of Apprenticeship and Training.

From the very beginning of the RAMBO project, the partnership functioned well at all levels. The partnership was committed to the goals and objectives of the project and has worked together in willing cooperation to fulfill the aims of the grant.

The partnership wishes to thank the U. S. Department of Education for the opportunity to pilot the RAMBO program in Mid-Nebraska. The partnership recognizes that USDOE funds made it possible for the program to exceed its goals and bring much needed high-tech medical training to economically disadvantaged individuals and to help rural hospitals obtain trained medical personnel.

ADVANTAGES OF A COORDINATED PARTNERSHIP

When dealing with a target group such as economically disadvantaged people, it serves the client more if some flexibility exists between agencies. Advantages for the client include a wider range of services and a reduction in the barriers to accessing these services.

Agencies, on the other hand, benefit in a coordinated partnership in a variety of ways:

* access to additional resources;
* ability to offer a wider range of services targeted on client needs;
* increased communications among agencies and their staff;
* ability to share credit for client outcomes;
* increased operational efficiency;
* enhanced ability to serve a mandated target group;
* specialization in areas of expertise;
* and, an improved image within the community.

GOALS AND OBJECTIVES OF RAMBO

Five major objectives were outlined in the RAMBO grant. Each objective is discussed giving the extent of the particulars of the objectives and the fulfillment and successful operation within the grant.

OBJECTIVE (1)

To help solve rural Nebraska hospitals Allied Medical shortages based upon needs.

23 LPN's have been trained and will commence work in Mid-Nebraska hospitals and nursing homes.

3 Drug and Alcohol Counselors have completed training and are employed at the Alcohol Treatment Center in Grand Island.

1 Respiratory Therapy Technician is employed at Saint Francis Medical Center.

1 Histology Technician is employed at Saint Francis Medical Center.

28 Economically disadvantaged individuals completed Medical training.

Based on the above training figures, the RAMBO grant more than fulfilled its objective of supplying Mid-Nebraska hospitals with trained allied health personnel.

NEEDS SURVEY

So that over-training would not occur in a particular Medical training occupation, a rural needs assessment was compiled by Lee Elliott, Human Resource director, Saint Francis Medical Center. The purpose of the survey was to ensure that upon completion of the RAMBO training those individuals enrolled would be able to find a job.

OBJECTIVE (2)

To provide economically disadvantaged individuals, including women, racial or ethnic minorities, handicapped and the elderly with high-tech medical training which will lead to professional standing in rural Nebraska communities.

All individuals trained through the grant were economically disadvantaged. There were two men and twenty-six women. Of the women who completed the training, two were older workers. None of the women or men who completed the training were minorities. However, this is representative of the demographic distribution of the Mid-Nebraska region as this region has a very low minority population. There was one minority in the RAMBO program, but unfortunately she became one of the non-completers.

OBJECTIVE (3)

To furnish Job Service, Department of Social Services, Department of Education and Job Training of Greater Nebraska with the opportunity to refer disadvantaged individuals for training in a high tech occupation.

All of the organizations listed took advantage of the RAMBO opportunity and referred individuals to the project. In addition, Saint Francis Medical Center and Central Community College referred individuals to the program. The YWCA, Displaced Homemaker program also referred individuals to the program.

OBJECTIVE (4)

To provide individual quality training in a high-tech field over a 12-18 month period.

All training was accomplished in the allotted time period of 18 months or less. Some individuals selected for RAMBO were placed in remediation course work prior to entrance into RAMBO training. After they completed remediation and resolved their deficiency, they were placed into a Medical field in which they had interest and ability.

OBJECTIVE (5)

To provide on-the-job training/classroom training opportunities in high-tech medical disciplines at Saint Francis Medical Center and Central Community College in Grand Island.

IMPLICATION OF RAMBO FOR SAINT FRANCIS HOSPITAL

In the Grand Island area, unemployment has dropped to as low as 1.6% and, at its recent high, was up to no more than 2.2%. We are forced to look at alternative labor markets for potential trainees. RAMBO has provided a direct avenue into that alternative labor pool and has done so in a way that minimizes the risk that an employer will have an unsatisfactory employee for training.

The planning is underway for a continuation of this program. The projected needs for healthcare workers in central Nebraska continues to grow as the number of young people obviously is declining. The continuation of this program will not be totally dependent on grants but will be funded primarily by already existing sources. This will make it possible to continue this program indefinitely thereby enhancing our available labor supply.

IMPLICATIONS OF RAMBO FOR CENTRAL COMMUNITY COLLEGE

The college became a partner in RAMBO to further its classroom training offerings to people. In the beginning, the only total curriculum that was in place at the college was Practical Nursing.

As the educational partners in the RAMBO project, these were the steps we went through to arrive at a level of service that was acceptable.

STEP #1: PROGRAM PURPOSE

* to supply rural hospitals with highly technical trained medical personnel.

* to provide professional, Medical training to eligible, economically disadvantaged individuals based upon individual interest and ability.

STEP #2 HIGH TECH TARGET OCCUPATIONS

* Respiratory Therapists

* Surgical Technicians

* Laboratory Assistants

* Practical Nurses

* Histology Technicians

* Drug and Alcohol Counselors

STEP #3 DETERMINATION OF EDUCATIONAL REQUIREMENT

A review of each occupational area was conducted (with the exception of Practical Nursing, which already exists at the college). The review sought answers to the following questions:

A. What are the formal educational requirements for the occupation?

B. Was there a license requirement?

C. Was there an apprenticeship requirement?

D. Was there an internship or experience requirement?

STEP #4 ESTABLISHMENT OF CURRICULUM

Based on what was discovered in Step three, a list of courses that would be required for each occupation was developed. The courses were then placed into two categories. Category one was titled "Have". This list was the course that existed somewhere in the college curriculum. The second category was "Don't Have". This was a listing of the remaining course requirements.

Since on the job experience was also required in most of the occupational areas, these requirements were identified during this step in the development process. When completed, the formal and on the job experiences curriculum was established for each.

For example:

Drug and Alcohol Counselors

DESCRIPTION

Drug and Alcohol counselors assist social group workers in developing, organizing, and conducting programs to prevent and realize conditions and problems relating to human relations or drug and alcohol abuse. They conduct or assist in conducting individual or group counseling sessions. They also establish and monitor programs to prevent and eliminate drug and alcohol abuse, and where feasible, to restore effective functioning to individuals with problems attributed to abuse of drugs and alcohol.

Classroom Instruction

Courses	Classroom Hours	Laboratory Hours	Clinical Hours
Basic Counseling Skills	45	0	0
Psychology of Adjustment	45	0	0
Introduction of Group Counseling	15	0	0
Activities Therapy	30	45	0
Drug and Alcohol Practicum I	15	0	180
Communications	45	0	0
Drug and Alcohol Practicum II	15	0	180
Subtotal	210	45	360

Total Instructional Hours ; 615

The on-the-job training for Drug and Alcohol Counselors lasted for approximately six months.

	Hours
Court Referral Evaluations	120
Out-Patient Counseling	120
Detoxification	40
Family Counseling	233
In-Patient Counseling	120
Present Lectures	80
Individual Counseling	120
Referral Network	40
Total On-The-Job Training Hours	873

STEP #5 IMPLEMENTATION

This step was the real challenge in the project. It's fine to get everything worked out on paper, but this is where the fine tuning takes place. In reality, it really worked out quite well, but it was because of the pre-planning and the personnel involved in the implementation not just the pre-planning.

This is what happened:

A. Students were recruited;

B. Assessment and interviews were conducted;

C. Students were placed in an occupational program;

D. Students were enrolled in formal class and on the job experiences.

(Courses that did not exist at the college were offered through an individual agreement with health care professionals employed by the health care provider.)

STEP #6 FORMATIVE AND SUMMATION EVALUATIONS

1. Formative:

   During the tenure of this program, some expected changes had to be made. These changes included:

   A. Developing a remedial track for some students;

   B. Dealing with students who chose to change occupational areas;

   C. Drop outs and stop outs;

   D. Scheduling changes and changes in staff;

2. Summation:

   The overall success of this program has been considered as excellent.

SUCCESS OF RAMBO PARTICIPANT TRAINING

Thirty-nine economically disadvantaged individuals were placed in the RAMBO high-tech medical training opportunity. Twenty-eight successfully completed the program. A total of eleven or 28% dropped out of RAMBO training. The reasons they dropped out varied, and in most cases, were complex. We are not sure what we could have done differently to avoid these dropouts.

Success can be measured in a variety of different ways, but please consider this next table when considering our success. This table represents participants' yearly income before enrolling in RAMBO.

Yearly Family Income	Number of individuals Enrolled in RAMBO
$ 50 - $ 1,000	15
$ 1,001 - $ 5,000	15
$ 5,001 - $10,000	7
$10,000 - $15,000	2
TOTAL	39

Clearly, by providing economically disadvantaged individuals with high-tech medical training, we have given these individuals an opportunity to improve their economic circumstances.

For the 28 who have completed RAMBO training, they can expect to earn approximately $8.23 per hour in Mid-Nebraska. This hourly wage would provide a yearly income of approximately $17,000. When considering the above table and comparing it with expected earnings, the implication leaps out. For these people, the program has been a smashing success--they now have a career that will provide a livable wage.

RETURN ON INVESTMENT

As these people go to work, the federal income taxes generated will result in the grant being paid back in about six years. In addition, state income taxes will be paid, and there will be no need for these families to receive food stamps or AFDC.

However, there is still another way of looking at the RAMBO accomplishment and the return on investment. We have given these individuals an opportunity to relieve the effects of poverty by virtue of their own efforts. In this way, we preserve the dignity of the individual and maintain their sense of achievement.

For the 28 completers of RAMBO, the total cost per participant was $7,019. This is a small cost when considering the return on investment and the benefits generated for the rest of their life.

RAMBO SUCCESS STORIES

Mike has a history of drug and alcohol abuse. He and his wife and their three children moved to Grand Island from Lexington so that Mike could participate in RAMBO. RAMBO funding made the move possible and also purchased reading glasses and clothes for Mike to wear on his job. He has successfully completed both on the job training and classroom training and is now employed by the Family Recovery Center as a Drug and Alcohol Counselor. Mike is extremely grateful that he had an opportunity to participate in the RAMBO program. He states that he could never have done it on his own and that he has really turned his life around.

Leona has wanted to be a nurse for a long time. She came to us as a forty-eight year old single parent with a ten year old son. When she came to us we weren't certain that she would be able to handle the LPN program. However, she completed a career assessment with favorable results and was accepted into the Licensed Practical Nursing program. She was thrilled, and so were we. She has had to work really hard but she has done well and is looking forward to completing school in July. She is confident that she and her son will have a much brighter future thanks to the skills that she has gained through her schooling.

Joan lives with her husband and three children in a small town near Grand Island. She dropped out of high school during her junior year because she was pregnant. She completed her GED in 1990. Her work experience prior to RAMBO participation included commercial sewing, meat trimming, bus driving, and cashier/counter duties. Joan came to us expressing interest in a health related program but unsure what area to pursue. She stated that she was uncomfortable in dealing directly with patients in an emergency situation and prefers a behind-the-scenes position. Joan was selected for the histotechnology technician program and began classes at Central Community College and On-the-Job Training at St. Francis Medical Center. She was unsure of herself at first but as she began to experience success both in the classroom and at work, her confidence level increased dramatically. Joan's success has not surprised us. We were confident she could succeed from day 1; it has, however, surprised Joan, and what a pleasant surprise it has been!

Jennifer is a former high school drop out who lives in Grand Island with her husband and three children. The family receives both ADC and Food Stamps. Her veteran husband had been unemployed for several months prior to Jennifer's application to Job Training for assistance with LPN school. Jennifer and her family were receiving family counseling to help them get through this difficult time. Jennifer had come to terms with the fact that she had to take on the responsibility for supporting her family as her husband was suffering from severe depression and his ability to reenter the work force was in question. She was accepted into the LPN program but issues such as child care and being able to purchase required uniforms, etc. for the nursing program were so overwhelming that Jennifer didn't know where to turn. She went to Social Services to talk with her caseworker and was told about the RAMBO program. For Jennifer, being accepted into the RAMBO program for LPN training was a dream come true. Not only were the costs of books and tuition covered, we were also able to assist with child care and the other required items that had been causing Jennifer to contemplate giving up on her LPN training before she had ever begun. Jennifer will complete LPN school this summer, she has maintained a 3.5 GPA average and is looking forward to employment in her chosen field.

For a young, married mother of two, waitressing and cashiering provides a little extra spending money to help the family get through the month. But a single parent finds those jobs insufficient to support a family. Melanie found herself in this situation; she needed an income to support a family of three but she didn't have the skills to get a better paying job. Because of the immediate needs facing her, she applied for ADC and food stamps. Her next objective was to find a way to upgrade her skills. Her interests and aptitude pointed toward an allied medical occupation but her lack of finances was keeping her from getting the training she would need. Training through RAMBO has helped Melanie meet her goals. Melanie's commitment and perseverance to overcome obstacles along with financial assistance, classroom training and job experience from RAMBO is resulting in a new career and self-sufficiency for her. Melanie was trained as a Respiratory Therapy Technician.

RAMBO PARTICIPANT TRAINING INFORMATION

PARTICIPANT NAME	TRAINING OCCUPATION	START DATE	COMPLETE DATE
Robin Eddy	Drug & Alcohol Counselor	5/21/90	5/14/91
Mike Hollibaugh	Drug & Alcohol Counselor	6/04/90	5/14/91
Lyle Klug	Drug & Alcohol Counselor	1/11/91	12/21/91
Melanie Norman	Respiratory Therapy	4/09/90	7/31/91
Joan Andrews	Histology Technician	9/24/90	7/31/91
Kayce Sheppard	LPN	5/21/90	6/30/91
Laura Grantham	LPN	5/21/90	12/23/91
Leona Hamilton	LPN	5/21/90	6/30/91
Twila Pfeifer	LPN	5/22/90	12/21/91
Garnelle Nielsen	LPN	9/04/90	6/30/91
Robbie Brass	LPN	9/10/90	8/30/91
Michelle Baxter	LPN	9/04/90	6/30/91
Ronda Rankin	LPN	9/04/90	6/30/91
Michelle Hake	LPN	9/04/90	4/28/91
Beverly Youngquist	LPN	9/05/90	7/26/91
Jennifer Kosmicki	LPN	9/04/90	6/30/91
Danica Hirsh	LPN	11/19/90	6/30/91
Deborah Lehn	LPN	11/19/90	6/30/91
Lisa Swanson	LPN	11/19/90	6/30/91
Sharon Farrow	LPN	11/19/90	6/30/91
Michelle Rathgen	LPN	1/14/91	6/30/91
Tracy Rhoades	LPN	12/28/90	7/26/91
Shelley Jameson	LPN	12/28/90	7/26/91
Kandra Barrett	LPN	12/28/90	7/26/91
Kelleen Redinger	LPN	12/28/90	7/26/91
Sharon Pendergast	LPN	12/28/90	7/26/91
Vicki Stutzman	LPN	1/14/91	5/14/91
Anabell Tompkin	LPN	5/20/90	7/26/91

PARTICIPANTS WHO DROPPED OUT OF TRAINING PRIOR TO PROGRAM COMPLETION

Lisa Aldaba	Lab Assistant	8/27/90	10/22/90
Lorrie Guhl	LPN	9/04/90	11/30/90
Diana Hill	LPN	8/28/90	1/16/91
Ray Lucas	LPN	9/04/90	12/21/90
Tina Zink	LPN	9/04/90	12/21/90
Peggy Peters	LPN	9/10/90	4/04/91
Joanna Kersch	LPN	11/16/90	4/15/91
Sylvia Hutchison	Drug & Alcohol Couns.	12/17/90	1/29/91
Pamela Harders	Respiratory Therapist	4/26/90	12/20/90
*Laura Grantham	Surgery Tech.	12/22/90	12/30/90
Michelle Ohlson	Respiratory Therapist	8/0690	4/23/91

*Successfully completed LPN program, dropped out of Surgery Tech. training.

DISSEMINATION OF THE RAMBO PROJECT

The RAMBO project has been widely publicized throughout Nebraska by Newspaper and TV. A number of presentations were made at conferences held in Nebraska.

In addition, a panel was formed to disseminate RAMBO. The panel represented the partnership; Gloria Smith, director of the RAMBO project, Nebraska Department of Labor; Dr. Larry Keller, Institutional Advancement Director, Central Community College; and Lee Elliott, Director of Human Resources, Saint Francis Medical Center.

This panel gave presentations at three national conferences: (1) National Adult Learner Conference, Columbia, South Carolina, May 25-29, 1991; (2) National Rural Adult Education Initiatives, Kansas City, Missouri, June 20-22, 1991; (3) National American Society for Healthcare Human Resource Conference, Salt Lake City, Utah, July 21-24, 1991.

The presentation focused on the development and implementation of the unique partnership. It also featured a discussion on how existing curriculum can be utilized along with healthcare facility based instruction.

The panel presentation followed this topical outline:

GLORIA SMITH, RAMBO PROJECT DIRECTOR

1. The role of JTPA in rural communities;
2. The RAMBO concept;
3. The model components;
    a. State and Federal Government
    b. Healthcare employers
    c. Educational Institutions
    d. Social Service Agencies
    e. Rural communities needs assessment
4. Step in the development and implementation of the RAMBO Model;
5. Evaluation of effectiveness in a rural setting.

DR. LARRY KELLER, discussed the Community College's role in the healthcare curriculum.

1. Identification of career job titles;
2. Identification of competencies
3. Utilization of existing curriculum
4. Design of special certificates
5. New course identification
6. Adjunct faculty.

LEE ELLIOTT, DIRECTOR HUMAN RESOURCES, SAINT FRANCIS MEDICAL CENTER

He presented the employer's side of the Model.

1. Needs assessment in healthcare facilities
2. Changing rural healthcare facility and staff requirements
3. Recruitment and retention of employees
4. In-house training vs formal training and on-the-job training
5. Implication of RAMBO project for Healthcare employers.

Numerous articles have been written about RAMBO and its accomplishments. Although these articles have not been published as yet, they are due to be published late summer and early fall.

PROBLEM AREAS IN RAMBO

The problems that occurred in the course of RAMBO were few and those that were experienced weren't insurmountable.

The biggest problem we faced was the eleven non-completers. We do not know what more we could have tired to help them successfully complete. We tried direct one-on-one counseling with job training staff. We tried counseling with community college staff. We tried home visits and office visits. Nothing helped.

Many of the individuals we lost had complex family problems. In one individual case, we felt that the husband was afraid of his wife's training and what he believed it could do to their relationship. It was he who made her quit. In yet another case, it was the work that depressed her. We tried counseling by job training and community college. In addition, Saint Francis Medical Center tried to counsel with her. But, it was fruitless.

Another problem we faced was with class scheduling. There were times when needed classes were unavailable. This made scheduling a problem. In many cases, we needed the full 18 months of the grant to complete the classroom training.

In another area, we had to wait for Saint Francis Medical Center to have an open budgeted position before we could start someone in an on-the-job training opportunity to fill it. This created a back-log of people waiting patiently for an on-the-job training opportunity to materialize. However, most people waited.

REPLICATION OF RAMBO

We have designed a model that can be replicated in any community, using any industry, and based on any need. All that is required is to find that need, and then fill it.

FINDING THE NEED

In finding the correct need, the use of demographical information is critical. To obtain the necessary information, a good source in any state is the Department of Labor. The department can provide information about local unemployment figures, statistics on the makeup of the local work force, and occupations that are in short supply. There are other good sources to use when developing a profile of the local labor market: Chamber of Commerce, Economic Development, local library, and business departments at college or university. The important thing to remember is that homework is essential in locating the correct need.

IDENTIFYING ORGANIZATIONS

After isolating the correct need, the next step is to identify the organizations that should be involved. Choosing the right organizations is no small task. The organizations selected should be the ones that will benefit the most from participating in the correct need.

When selecting participating organizations, it is always wise to have a backup organization identified just in case an organization drops out. This is protection for a project so that after much work it won't be skuttled.

Prior to contacting each organization that is to be involved, it is a good idea to find out as much as possible about each organization. Compile the information into a file, include: background of the organization, number of employees, products made or services rendered, how long in business, non-union or unionized shop, list the CEO, Human Resources Director, and Fiscal Manager, etc.

After learning as much as possible about the organization, it is now time to make the contact. Try to make contact with the top executive. Briefly explain the project and ask for an appointment to further show the executive how the project will benefit the company or organization. After gaining the appointment, it is time to prepare the sales pitch.

SALES PRESENTATION

Each sales presentation for the project should be tailored to the organization being presented. Make sure to plan a strategy. Make sure that the presentation sizzles. In truth, this is a sales promotion, and a big one. Remember, it is in this presentation where the organization will be won or lost.

It is wise to deliver a presentation in not more than fifteen minutes. Keeping within this time frame allows for only the important segments of the project to be told. This keeps the presentation focused. When preparing the sales delivery, start with a strong introduction. This will make the audience want to hear more. Progress to the meat of the presentation, then close with requesting approval.

It is also wise to put the benefits that an organization will receive by participating in the project on an over-head projector. Just make sure that the benefits are large enough to be seen in a glance. No small type--that's a must. All projected material should be backed by a hard copy that can be handed out.

If statistical material is to be used in the presentation, put this information on over-head transparencies as well. The same rule applies; make sure that the information can be seen at a glance. Then, always back it up with a hard copy. Hard copies do a couple of things for a presentation:

1) After the presentation is over it serves to remind participants of what has been said.

2) Hard copies can be passed along to other
d employees within the organization.

Hard copies should carry the name of the project, contact person, address, phone number and date.

In closing the presentation, summarize what has been said, thank the participants for their time, request approval, and open for questions. Hopefully, questions will be intelligent and bright and provide another opportunity for presentation and the presenter to shine. If this RAMBO procedure is followed, the outcome should produce a win - win - situation for the project and the organization.

RAMBO Provides Education For Medical Careers

There is an ancient Chinese story about a man with long legs but short arms and another with long arms but short legs. By themselves, they can't meet their goals and accomplish what they would like, but working together, they can run faster and reach further than anyone.

The idea behind the Rural Allied Business Occupations Program (RAMBO), in some ways, can be compared to this ancient story. RAMBO is a partnership conducted by Central Community College, Job Training of Greater Nebraska, and St. Francis Medical Center - Grand Island, among others, through a grant provided by the U.S. Department of Education.

Central Nebraska has a severe problem in attracting and training specific allied medical personnel for area hospitals. Personnel shortages exist in allied health fields according to reports from the Federal Bureau of Labor Statistics and the National Institute of Medicine.

CCC Economic Development Coordinator and Grant Writer Dr. Larry Keller indicated that RAMBO is a concept that is being tested. It is an effort to attract specific allied medical personnel to area hospitals by training individuals who are economically disadvantaged.

"The program is funded by a demonstration grant from the U.S. Department of Education," he said. "It's a concept, and we are trying to see if it will

Keller

actually work. The target is a group of people who are hard to serve - people who don't normally look at education to enhance their lives."

In explaining the program, Keller said that seven high tech occupations will be sponsored by the RAMBO program: respiratory therapists, surgical technicians, laboratory assistants, practical nurses, histology technicians, drug and alcohol counselors, and pharmacy technicians. The last is a relatively new position for hospitals.

All applicants must be 18 years of age or above, meet low income guidelines as established by the RAMBO program, and complete an aptitude test interest interview.

Applicants who meet the established requirements for economic assistance will receive tuition and books, on-the-job training, salary, and relocation expenses.

Keller pointed out that it is a great opportunity for those who qualify and that those interested should look into it even if they are not sure they qualify. "The incentives are a good job, a long-term career, and exposure to additional education," he said. "Those qualifying will have a part time job during training and first choice for positions at St. Francis."

In regard to the success of the program, Keller said it is difficult to know what to expect.

"We really won't know until we see what happens to the people who are offered the scholarships. If we have 75% of them employed, we would consider that a success."

Keller revealed that people all over the country are watching this project. A lot of people would like to see a success, and all the ingredients for success are here in this area.

NEBRASKA LABOR LINES
DECEMBER 1989

GNJT Awarded $200,000 For RAMBO Project in GI

Greater Nebraska Job Training has learned that it has been awarded almost $200,000 of U. S. Department of Education funds for the pilot program entitled "RAMBO."

RAMBO stands for Rural Allied Medical Business Occupations and the Nebraska project is scheduled to begin in January. The project will involve Central Community College, St. Francis Hospital, and the Bureau of Apprenticeship and Training.

To be located in Grand Island, RAMBO will train approximately 23 individuals for high-tech medical and business occupations.

Local/Regional/State

RAMBO helps area residents to train for medical jobs

By Linda Whiteley
Independent Staff Writer

The name of the project is RAMBO, but the subject of Wednesday's press conference at St. Francis Medical Center had nothing to do with the fearless hero of movie fame.

RAMBO – Rural Allied Medical Business Occupations – is a one-time local pilot program funded by a $196,000 grant from the U.S. Department of Education. Its purpose is to provide training in health occupations for people who couldn't otherwise afford it.

Representatives of the five agencies that worked together on RAMBO met at St. Francis Wednesday to talk about the program, which started in Grand Island last December.

Twenty-three area residents qualified for the project, according to Lee Elliott, human resources director at St. Francis. They now have completed or are working to complete training as certified respiratory therapy technicians, surgery technicians, lab assistants, alcohol and drug counselors, histotechnologists and practical nurses.

Elliott said he was very interested when Gloria Smith, a program specialist with the Job Training Partnership Act, called him to propose the project.

"Everyone's well aware that there are significant shortages in health care," he said.

Dr. Larry Keller of Central Community College said the program has two main components, the first being the formal classes at Central Community College. The second is the on-the-job training at the hospital.

Smith stressed the cooperative effort between local, state and federal agencies that have worked together on RAMBO. They include St. Francis, Central Community College, Job Training of Greater Nebraska, the State Department of Labor and the U.S. Department of Education. Robert Miller of the U.S. Department of Education attended the press conference during his visit to Grand Island to monitor the project.

The average training time for the various positions is one year. There is no cost to participants.

During the on-the-job portion of the training, participants receive a salary paid jointly by St. Francis and Job Training of Greater Nebraska.

Two participants in the program attended the news conference. Melanie Norman of Grand Island is training as a certified respiratory therapy technician. She said she enrolled because she wanted a better career to benefit both herself and her children.

Lisa Aldaba of Grand Island, who is training in the hospital's lab department, said she heard about the program through a friend. She doesn't think she would be where she is today without it.

"It's made me realize that I can do something for myself and my life," she told reporters. "I figure if it wasn't for job training, I wouldn't have this opportunity."

FOR IMMEDIATE RELEASE

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Don Atwater
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LABOR DEPARTMENT PLANS RURAL JOB TRAINING PROJECT

LINCOLN, Dec. 8--Nebraska Labor Commissioner Virginia Yueill today announced plans to train individuals to meet medical occupation training needs in the Grand Island area. The Rural Allied Medical Business Occupations training project will be funded through a $196,000 grant from the U.S. Department of Education.

"At the Labor Department, we are particularly concerned about areas where skilled workers are in short supply", Yueill said, "this project will let us address the shortage of qualified medical personnel in the Grand Island area."

The project will be operated by the State Labor Department's Greater Nebraska Job Training Division, which provides Job Training services to the 88 county Greater Nebraska area. Job Training staff will work with Central Community College, the U.S. Department of Labor's Bureau of Apprenticeship and Training, and Grand Island's St. Francis Medical Center to provide training in allied health care occupations to eligible individuals.

The project begins January 1, 1990, according to Yueill, and is expected to continue through June 30, 1991.

RAMBO

BASH

Join us for refreshments
in honor of those who
have participated in the
RAMBO PROGRAM
Tuesday, July 2, 1991
2:00 - 3:00 p.m.
Saint Francis Medical Center
O'Brien 1

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